

Appendix A

General Theory of Change Model: AmeriCorps

A Profile of AmeriCorps Members at Baseline

Appendix A

A-1

Program Activities (PA)		Intermediate Outcomes (IO) (Positive/Negative)		Short-term Outcome(s) (SO) End of Program
SERVICE PROJECTS 1	PHYSICAL EDUCATION 6	WORKPLACE SCANS SKILLS A	IDENTIFY NEEDS AND SOLUTIONS TO COMMUNITY ISSUES F	LIFE PATH AWARENESS AND PLANNING I
- Team/individual - Supervision/mentoring - Interaction with beneficiaries		- Communication - Teamwork - Etiquette PA: 1, 4, 8		IO: 9, 10, A, D, E, H
MEMBER DEVELOPMENT 2	ACADEMIC INSTRUCTION 7	CONNECTION TO COMMUNITY (+/-) B	PHYSICAL STAMINA/ FITNESS G	POSITIVE SELF-IMAGE/ SELF-EFFICACY II
- Diversity - Leadership - Team building	- GED classes - Referrals to adult education - College courses - Academic counseling			IO: A, E, G, H, I
REFLECTION 3	OCCUPATIONAL SKILLS TRAINING 8	AWARENESS OF OTHERS/ DIVERSITY C	ACADEMIC PROGRESS H	IMPLEMENTING SOCIAL SOLUTIONS III
- Journals - Discussion	- Career counseling - Certification workshops			IO: B, F, I
EXTRA-SIGNATURE PROJECTS 4	END-OF-PROGRAM TRAINING 9	SPECIFIC JOB SKILLS D	POLITICAL/SOCIAL AWARENESS (+/-) I	COMMITMENT TO CAUSES IV
- Occasional team activity - Member-developed				IO: B, F, I
GROUP LIVING 5	POST-PROGRAM EDUCATION AWARD 10	SELF-KNOWLEDGE AND ASSESSMENT E		LEADERSHIP SKILLS/ PRACTICE V
a. Residential experience b. Living in community		- Self-esteem - Member-developed "extra-Signature" projects PA: 2, 3, (6)	PA: 1, 2, 3, 4	IO: A, E, F
				VALUES/DIVERSITY/ MULTICULTURALISM VI
				IO: B, C, F, I

Note: **Bolded** characters refer to antecedent activities or goals, e.g., Specific Job Skills stemming from Service Projects and Occupational Skills.